

# The Workplace Health Report: 2022

Diving into the data

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HEALTH





# Welcome

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- > Session recording and slides sent to you after the event
- 🗨 If you found this report and live session useful, please share it with a colleague

Champion Health enables businesses like yours to thrive through our digital wellbeing platform.

Book a demo to find out more.

[www.championhealth.co.uk](http://www.championhealth.co.uk)



# The data

# Your speakers



Co-founder and CEO | Champion Health

## Harry Bliss

After losing a friend and mentor to suicide, Harry set out to change and save lives by making healthier easier, for everyone. He is now an award-winning entrepreneur and mental health advocate.



Head of Product | Champion Health

## Laura Dallas

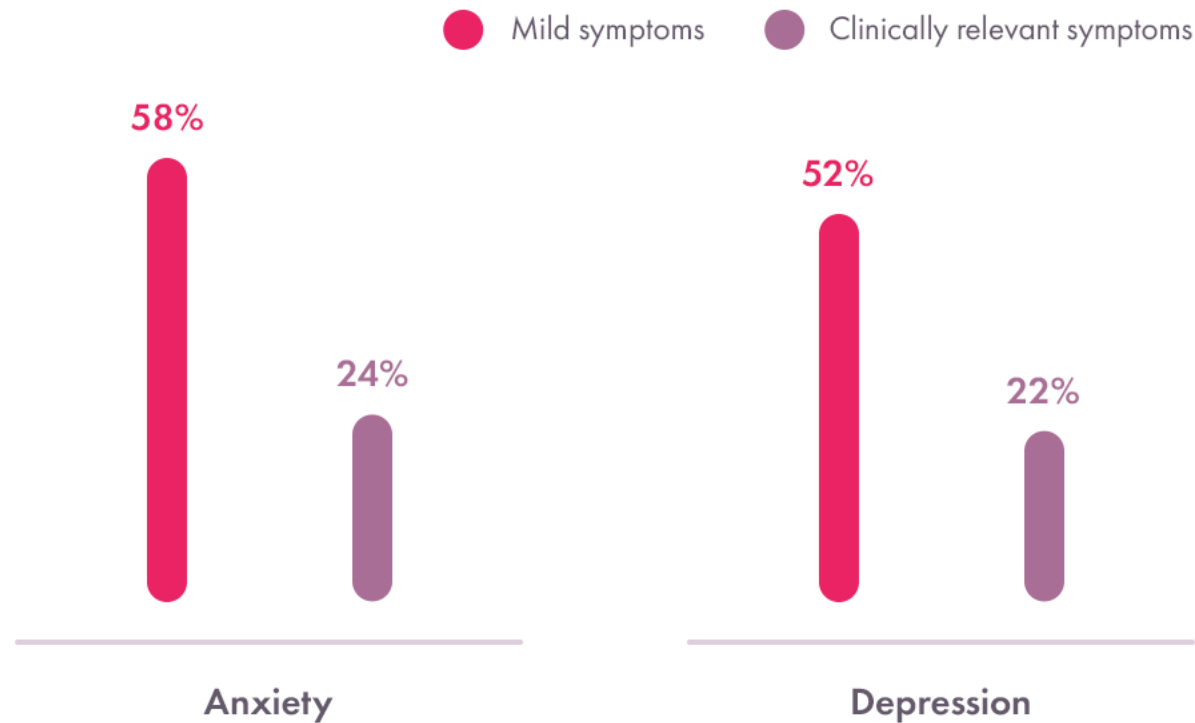
With five years' experience as a psychologist, Laura's career has taken her on a journey from NHS mental health services to designing the Champion Health platform.

# Mental health



# Employees experiencing symptoms of anxiety and depression

Symptoms of anxiety and depression as measured by the GAD-7 and PHQ-9. Mild symptoms defined as scoring  $\geq 5$ . Clinically relevant symptoms defined as scoring  $\geq 10$ .



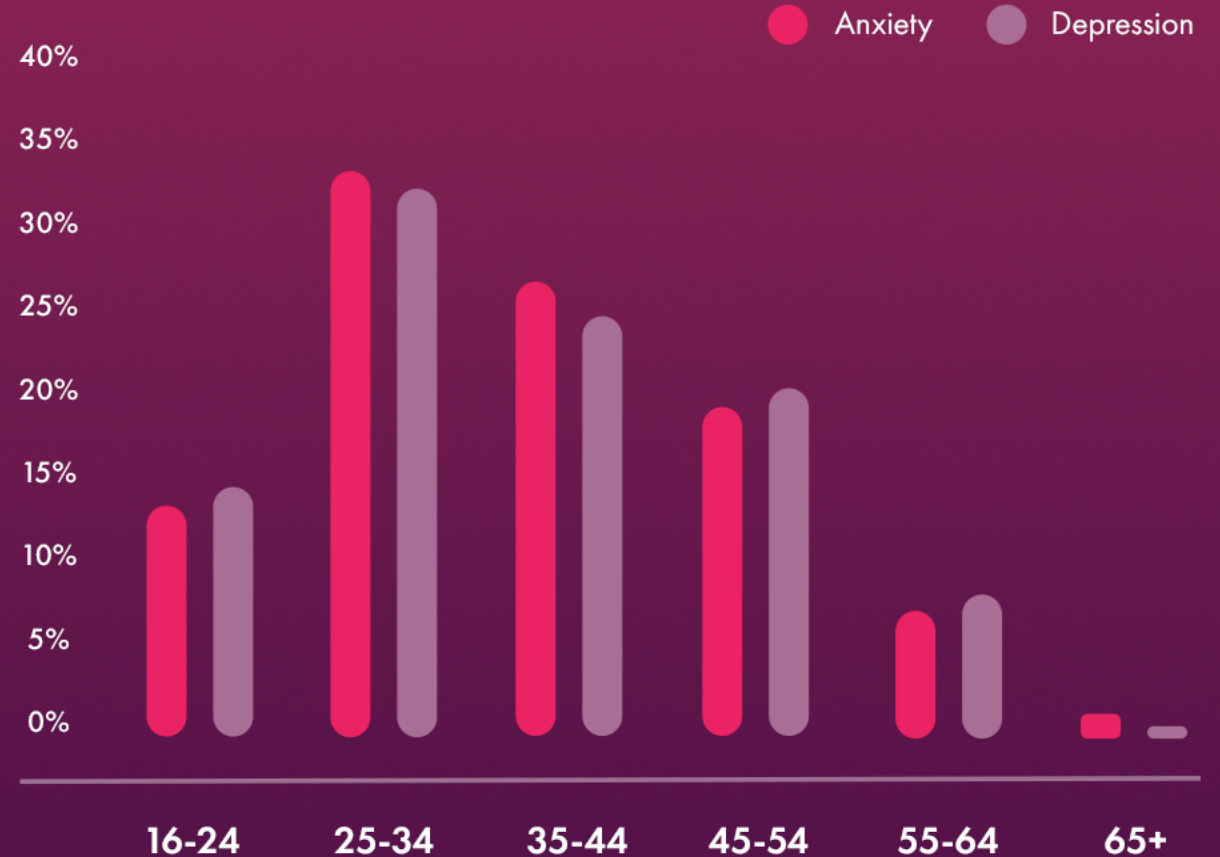
## KEY FINDING

Employee mental health continues to be tested in new and challenging ways, with both employees and HR having to navigate their way through an unpredictable and fast-changing world.

## Diving deeper into demographics

Champion's data shows that young people between the age of 25-34 are more likely to experience mental health difficulties compared to their older counterparts.

## Symptoms of anxiety and depression across age groups





18%

report a current  
mental health  
diagnosis

21%

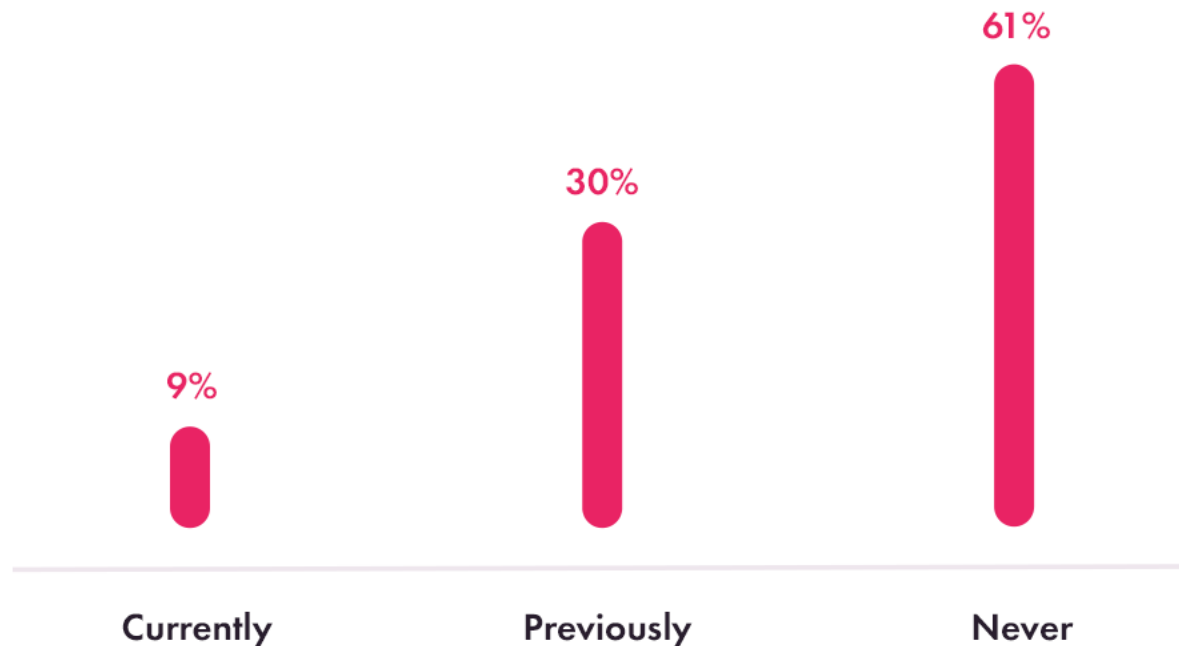
report poor mental  
health impacts  
productivity at work

Less than 1 in 10 employees are currently seeking support for their mental health (including counselling, talking therapies and medication), despite over half experiencing feelings of anxiety or depression.

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## Employees seeking support for mental health difficulties

Percentage of employees who are currently, have previously and have never received support for their mental health.





# Mental health | What can we do?

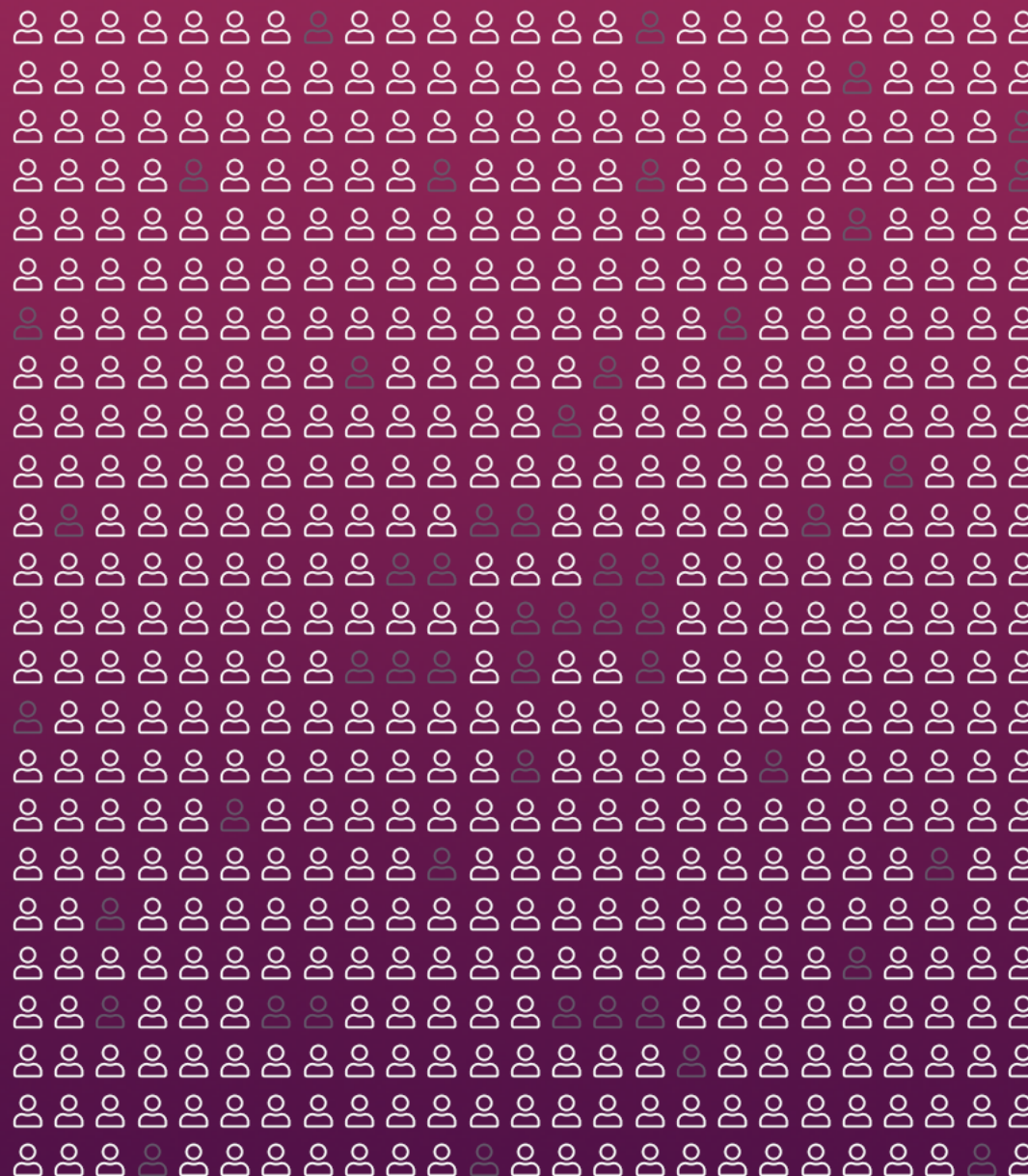


# Self Harm and Suicide

## Responding to suicide risk

Our data revealed that 1 in 12 employees were experiencing thoughts of suicide and self-harm

In a company of 600 people, that means around 50 are likely to be experiencing thoughts of suicide or self-harm.



## Suicidal thoughts and help seeking

Despite being just as likely to experience suicidal thoughts as females, far fewer male employees are seeking support.

Employees experiencing thoughts of suicide or self-harm on at least 'several days', as measured by the PHQ-9 questionnaire.



📞 0800 068 4141  
📍 Helpline for under 35s



📞 116 123  
📍 24/7 helpline



📞 Text 85258  
📍 24/7 text service

A close-up, profile view of a woman with dark hair and glasses, looking towards the right. The background is a soft, out-of-focus grey. The text is overlaid on the left side of the image.

# Self Harm and Suicide | What can we do?

A wooden suspension bridge with a dark netting sides, stretching across a dense, dark green forest. The bridge is made of light-colored wooden planks and is supported by thick cables. The forest is thick with evergreen trees, creating a deep green background. The word "Stress" is written in white, bold, sans-serif font in the center of the image.

**Stress**

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## Stress

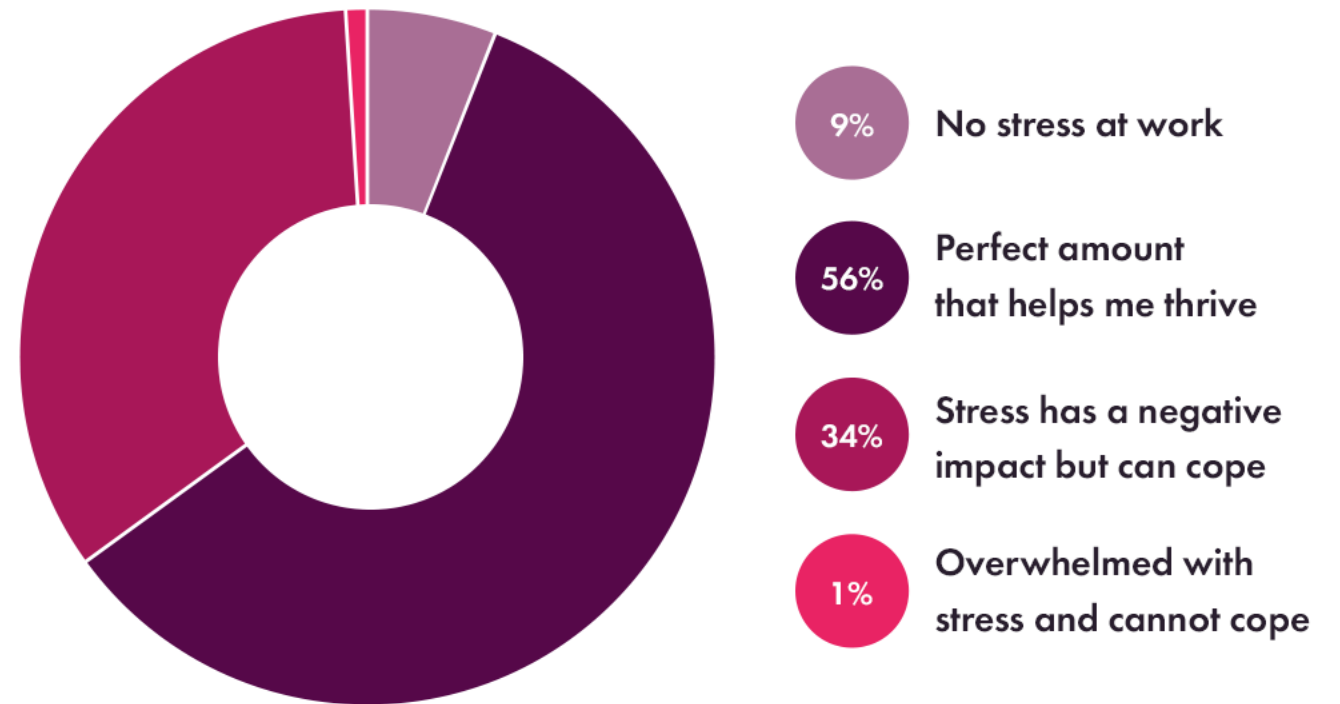
It's important to recognise that stress isn't always "bad"; it can help to motivate and drive employees forward to meet the challenges of their role.

**28%**

report that high levels of stress impact productivity

## Experience of stress at work

Responses to the question: Which statement about stress at work do you most agree with?

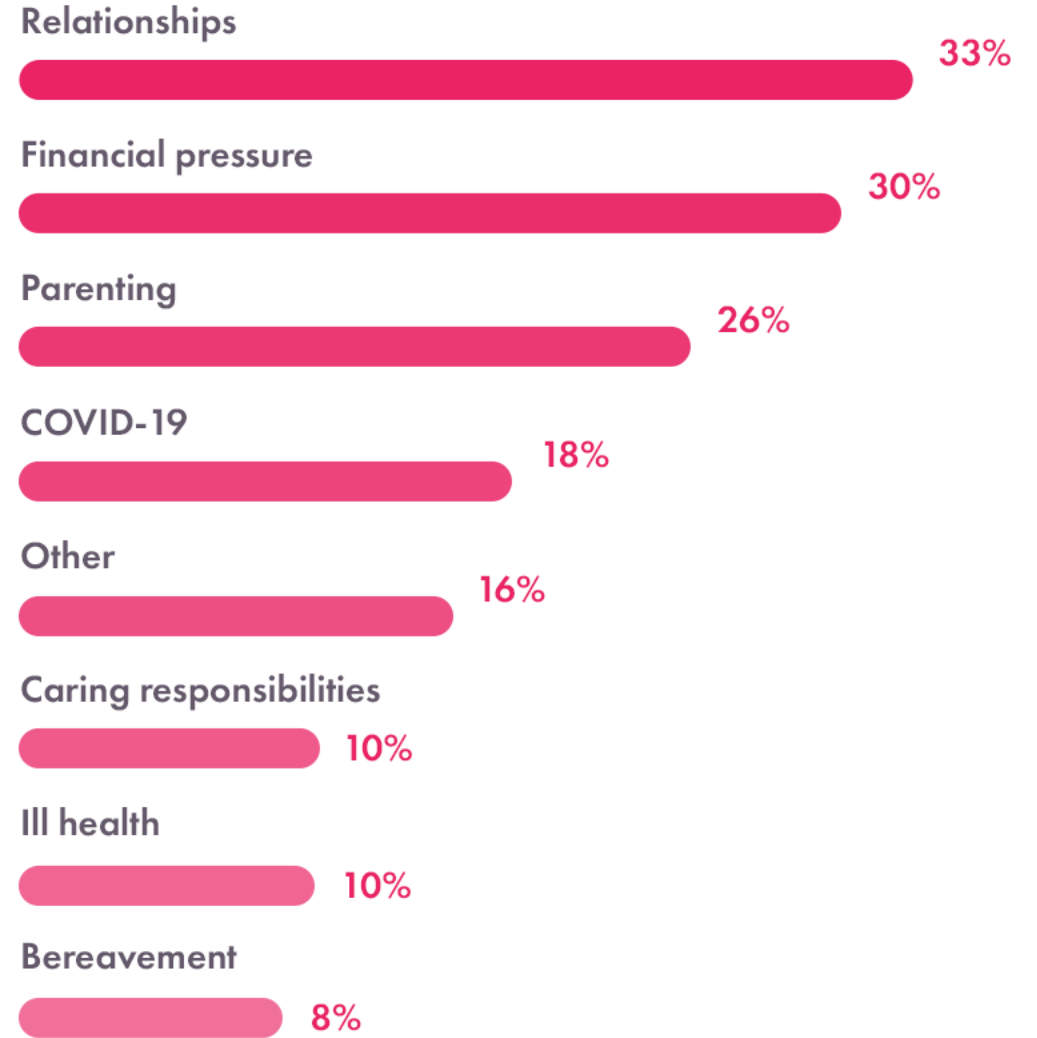




## Causes of negative stress at work



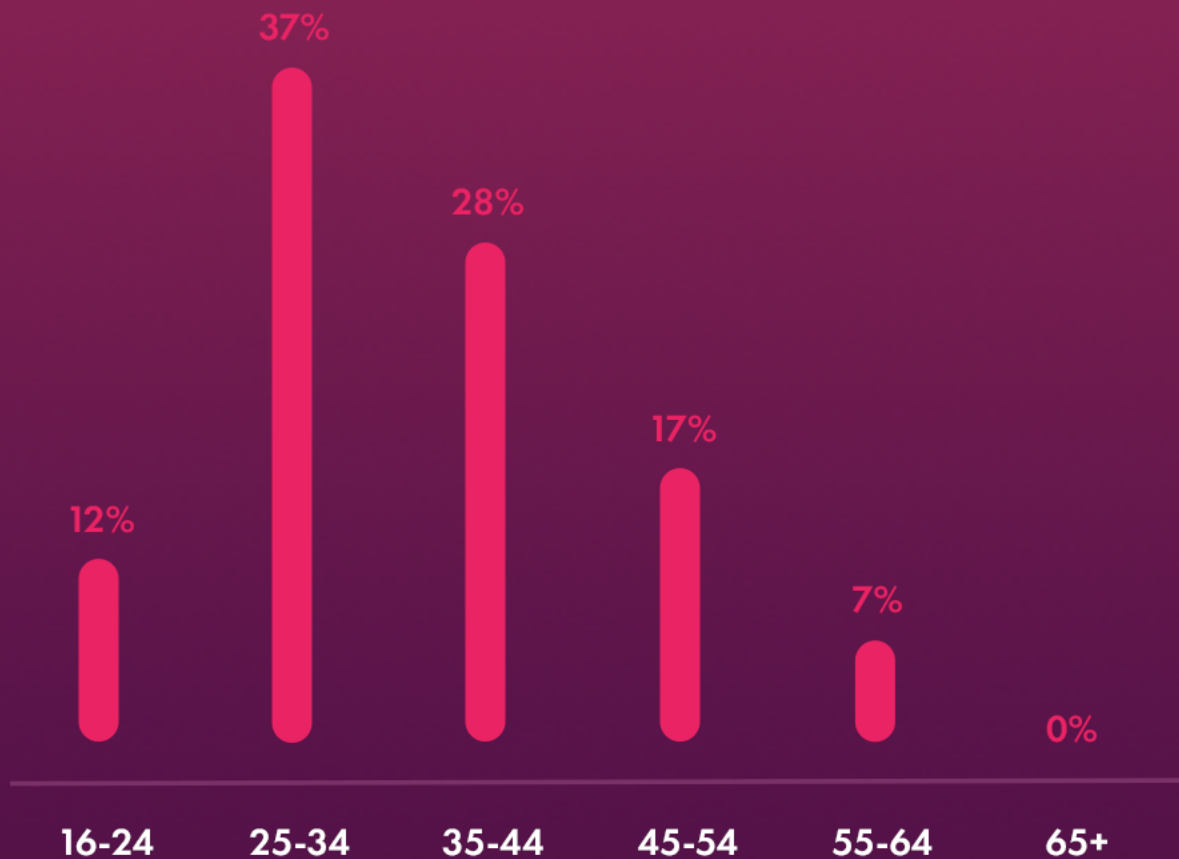
## Causes of stress outside the workplace



## Money matters

Champion's data found that a significant percentage of employees are being affected by worries surrounding their financial wellbeing.

## Differences in financial stress across age groups





# Stress | What can we do?

# MSK Health

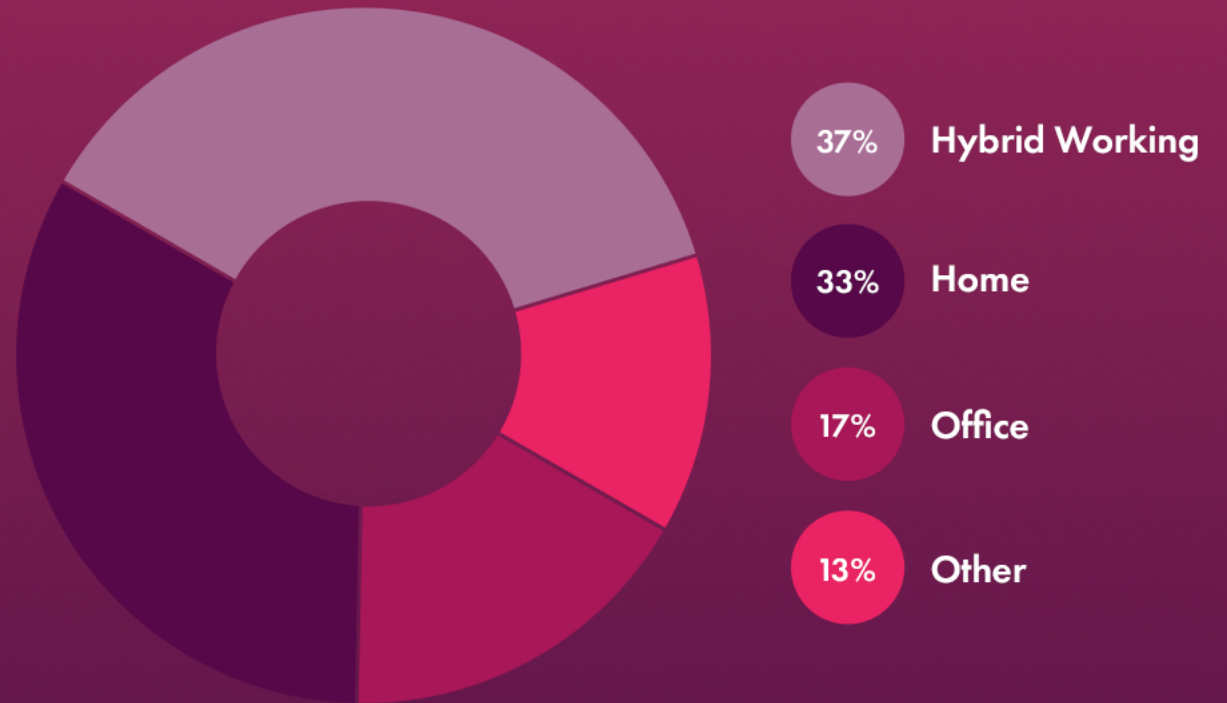


KEY FINDING

## MSK Pain

Nearly 60% of employees are experiencing current MSK pain.

## Prevalence of current MSK pain



**82%**

of employees sit for longer than 30 minutes at a time

**10h 55m**

Average hours spent sitting per day

## Treatment

Most MSK health issues can be managed successfully if treated early on, but the data suggests that employees are not seeking support when they need it.

## 5 most common areas of MSK pain

Lower-back



Neck



Knee



Shoulder



Mid-back



## Employees seeking treatment for MSK pain

Yes



No



**MSK Health**

| What can we do?

An hourglass with blue sand is the central focus, resting on a bed of smooth, grey and tan rocks. The hourglass is made of dark wood and has two glass bulbs. The sand is in the process of falling from the top bulb to the bottom bulb. The background is a blurred beach scene with green grass and a clear sky. The word "Productivity" is written in white, bold, sans-serif font across the middle of the hourglass.

# Productivity



## KEY FINDING

### The Productivity Project

Business is about the bottom line, which makes productivity a priority. But the data shows that there's room for improvement.

## Health issues impacting productivity

The top 9 most frequently selected issues impacting productivity at work. Employees could select multiple health issues.

Tiredness



High stress



Mental health



Headaches



Female health



MSK health



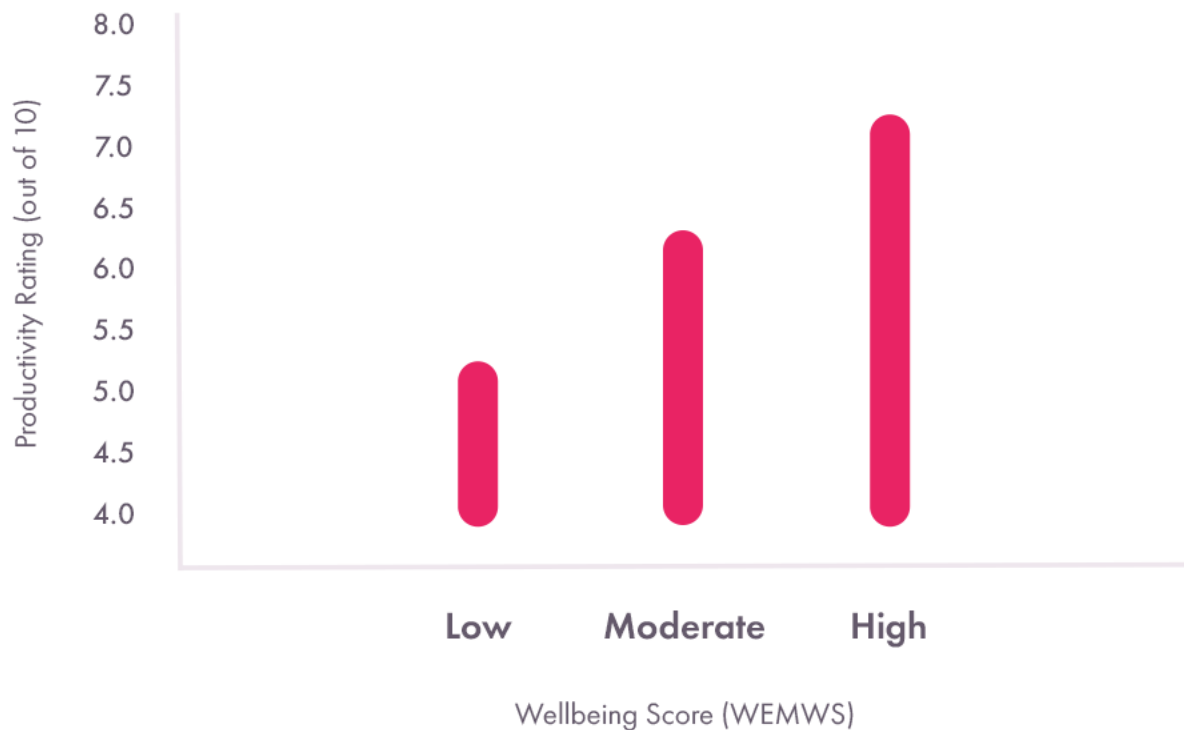
Inactivity



*Find the full list in the report*

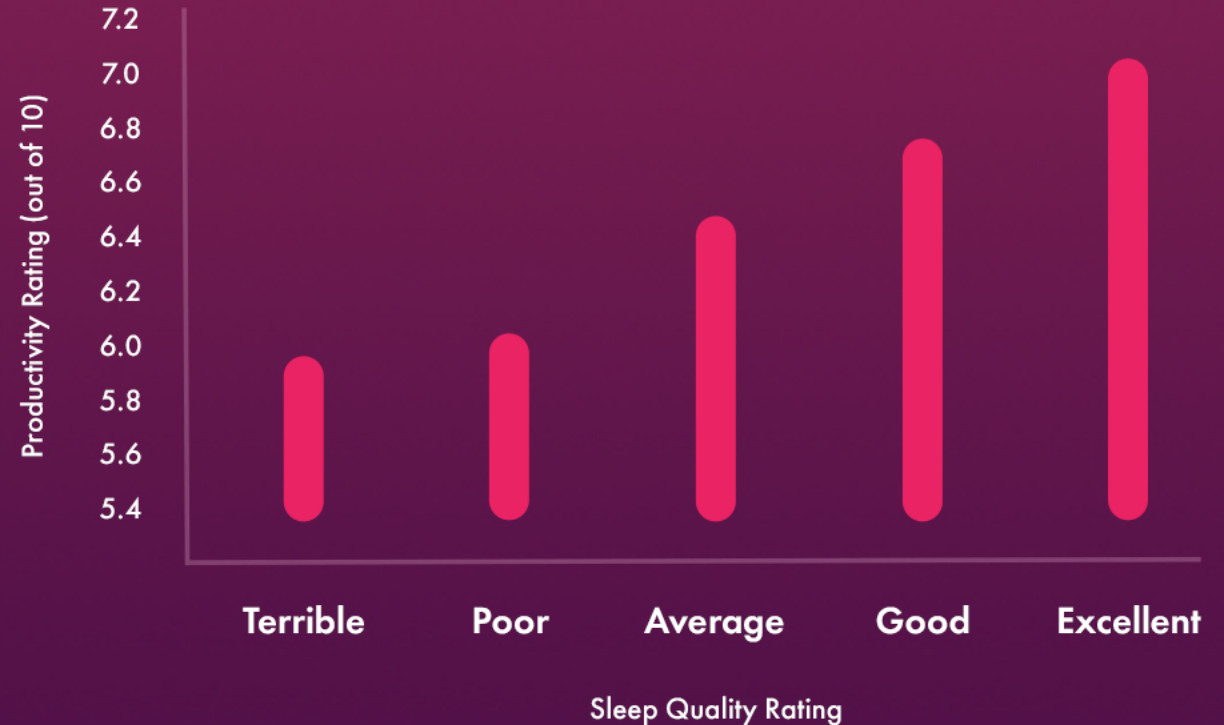
## Mental Wellbeing vs Productivity

The relationship between productivity and mental wellbeing (as measured by the Warwick Edinburgh Mental Wellbeing Scale)



## Sleep Quality vs Productivity

The relationship between sleep quality and productivity levels, both using validated single-item scales.





# Productivity | What can we do?

A silhouette of a signpost with several directional arrows pointing in various directions, set against a vibrant sunset sky with shades of red, orange, and pink. The signpost is a central vertical pole with five horizontal arrows of varying lengths and directions. The text 'Behaviour Change' is overlaid in white, bold, sans-serif font across the middle of the signpost.

# Behaviour Change

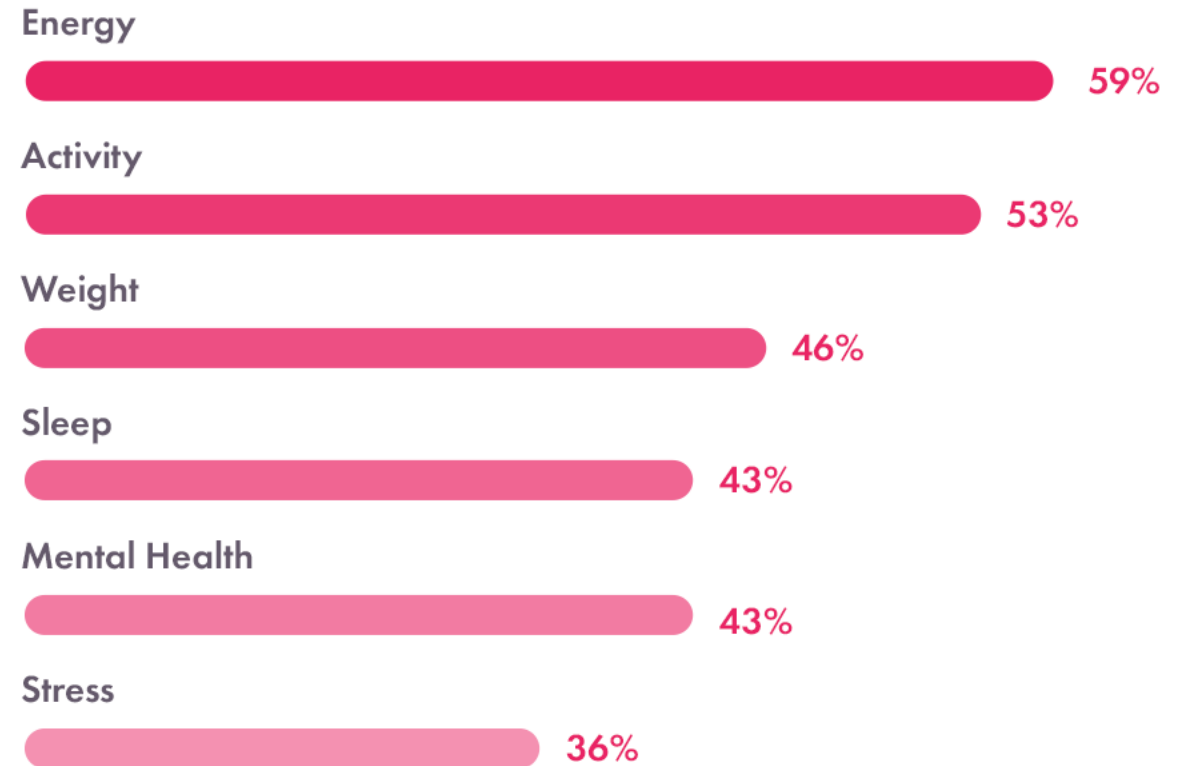
## KEY FINDING

### Behaviour Change

Despite the challenges faced by employees, 94% want to make positive changes to their wellbeing.

So with the motivation in place, this is an excellent opportunity for employers to facilitate significant and meaningful change.

### Top 6 health areas employees would like to focus on



# Barriers to making health changes

Will power



Time



Work commitments



Family commitments



Low confidence



Mental health



Lack of knowledge



## Barriers to change

Without addressing the barriers, employees won't engage with the initiatives – no matter how important or relevant – and success will be low.



# Behaviour Change | What can we do?

# Q&A

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# What's next?

- > Recording sent via email
  - > Follow us on LinkedIn for more sessions
  - > Tell us what you want to see next in the survey
  - > Download the guide: [www.bit.ly/3IUKwY7](http://www.bit.ly/3IUKwY7)
- 🗨 Book a discovery call with Champion Health through the end of session survey



**Making healthier easier, for everyone.**

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